DOCUMENT RESUME

ED 370 502 HE 027 462

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TITLE Review of Research Concerning the Effectiveness of SI from the University of Missouri-Kansas City and Other Institutions from Across the United States.
PUB DATE Jan 94
NOTE 22p.; Paper presented at the Annual Conference of the Freshman Year Experience (Columbia, SC, February 1994).
PUB TYPE Information Analyses (070) -- Speeches/Conference Papers (150)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Academic Achievement; *College Programs; College Students; *Courses; Demonstration Programs; Difficulty Level; Educational Research; Higher Education; High Risk Students; Individual Differences; *Learning Strategies; Program Descriptions; Program Effectiveness; Program Evaluation; Racial Differences; *Study Skills; *Supplementary Education
IDENTIFIERS *National Diffusion Network Programs; *University of Missouri Kansas City

ABSTRACT

This paper discusses the Supplemental Instruction (SI) model of student academic assistance, a program recognized as exemplary by the U.S. Department of Education and developed at the University of Missouri-Kansas City (UMKC) to help students in difficult postsecondary courses master course content while they acquire and integrate effective learning and study strategies. The SI program is used by faculty who teach what have been identified as high-risk or historically difficult courses, assigning an SI leader to a course to provide three to five out- of-class SI lessons per week. SI leaders are usually course-competent students or learning center staff who have been trained in proactive learning and study strategies. The paper reviews research on the effectiveness of the SI program, discusses the specific features and activities of the program, and program costs. It also reports on the results of six studies at UMKC and other institutions to gauge the effectiveness of SI programs. Results of these studies indicated that course grades, reenrollment rates, and graduation rates were positively impacted by the SI program across racial and ethnic lines, as well as previous levels of academic achievement. (Contains 33 references.) (MDM)

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ED 370 502

Supplemental Instruction

(SI)

Review of Research Concerning the Effectiveness of SI from The University of Missouri-Kansas City and Other Institutions from Across the United States

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January, 1994

HE 027 462

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Goals, Purpose and Audience for SI

The Supplemental Instruction (SI) model of student academic assistance helps students in difficult post-secondary courses to master course content while they develop and integrate effective learning and study strategies. The goals of SI are to 1) improve student grades in targeted courses; 2) reduce the attrition rate within those courses; and 3) increase the eventual graduation rates of students. Some educational researchers (Dimon, 1988; Keimig, 1983) have concluded that it is difficult to teach transferable study skills in isolation from content material, and SI offers an alternative. Experts in higher education have recognized that there is a need for increased emphasis on student retention, particularly for first-generation and economically-disadvantaged students. American society cannot afford the economic and social cost of college drop outs who are not able to fulfill their potential.

All students in a targeted course are urged to attend SI sessions; and students with varying ability levels and ethnicities participate. There is no remedial stigma attached to SI since high risk courses rather than high risk students are targeted.

Method of SI Operation

SI is attached to specific high risk or historically difficult courses. There are three key persons involved with SI. The first is the SI supervisor, a trained professional on the SI staff. The SI supervisor is responsible for identifying the targeted courses, gaining faculty support, selecting and training SI leaders, and monitoring and evaluating the program. Once the high risk courses have been identified, the SI supervisor contacts the faculty member concerning SI for their course. The second key person for SI is the faculty member who teaches one of the identified high risk courses. SI is only offered in courses in which the faculty member invites and supports SI. Faculty members screen SI leaders for content competency and approve selections. The third key person is the SI leader. SI leaders are students or learning center staff who have been deemed course competent, approved by the course instructor and trained in proactive learning and study strategies. SI leaders attend course lectures, take notes, read all assigned materials, and conduct three to five out-of-class SI sessions a week. The SI leader is the "model student," a facilitator who help students to integrate course content and learning/study strategies.

SI can be implemented in one course each semester, or in many more. The only difference would be an increase of one additional SI leader for each additional course. An increase of SI leaders would require an increase of SI supervisory personnel. Costs for implementing the program could be covered through various means (e.g., staff release time, work study funds, fee waivers).

History of Supplemental Instruction

SI was created by Deanna C. Martin, Ph.D., at the University of Missouri-Kansas City in 1975. After initially offering SI at the health science professional schools, it was extended throughout the institution.

After a rigorous review process in 1981, the SI Program became one of the few postsecondary programs to be designated by the U.S. Department of Education as an ***Exemplary Educational Program***. The National Diffusion Network, the national dissemination agency for the U.S. Department of Education, has provided federal funds for dissemination of SI to hundreds of institutions across the nation.

Claims of SI Effectiveness Validated by the U.S. Department of Education

Claim 1. Students participating in SI within the targeted high risk courses earn higher mean final course grades than students who do not participate in SI. This is still true when differences are analyzed, despite ethnicity and prior academic achievement.

Claim 2. Despite ethnicity and prior academic achievement, students participating in SI within targeted high risk courses succeed at a higher rate (withdraw at a lower rate and receive a lower percentage of D or F final course grades) than those who do not participate in SI.

Claim 3. Students participating in SI persist at the institution (reenrolling and graduating) at higher rates than students who do not participate in SI.

Description of the SI Program

A. Goals of SI

The three closely-related goals of Supplemental Instruction (SI) are: improvement of student course grades; reduction of attrition rates in high risk college courses; and student persistence toward graduation. SI accomplishes these purposes by using the process of cooperative/collaborative learning to integrate instruction in learning and reasoning skills with a review of the course content of selected courses.

B. Purposes and Needs Addressed by SI

Supplemental Instruction (SI) was developed as an academic assistance program in response to a high rate (40 percent) of student attrition. An examination of student records revealed that attrition is highest in the first six weeks of the first year student academic term (Noel et. al., 1985). Furthermore, entry profiles did not necessarily predict students who were at risk of dropping out. Special features of the SI program are:

(1) The emphasis in SI is on high-risk courses (those classes with a 30 percent rate of grades of D, F, and Withdrawals) rather than high-risk students. In this way, the program avoids the remedial stigma often attached to traditional academic assistance programs. SI is open to all students in the targeted course; therefore, pre-screening of students is unnecessary. The program also provides academic assistance during the critical first six week period of class. SI is often attached to high-risk courses that serve first and second-year students, however, each institution may develop its own definition of "high-risk courses."

(2) The SI leader is a facilitator, not a mini-professor. The role of the leader is to provide structure to the study session, not to re-lecture or introduce new material. The SI leader is a "model student" who shows how successful students think about and process the course content. Collaborative learning is an important strategy since it helps students to empower themselves rather than remaining dependent as they might in traditional tutoring. Research suggests that tutoring relationships do not promote transfer of needed academic skills (Demon, 1988; Martin, et.al, 1991a, 1991b, 1990, 1983, 1982, 1981).

(3) SI focuses on both process and content. Therefore, learning/study strategies (e.g., note-taking, organization, test preparation) are integrated into the course content during the SI sessions. SI sessions provide immediate practice and reinforcement of these acquired skills. SI collaborative sessions capitalize on the use of the "teachable moment" to apply the learning strategies to the course material.

Nationally, high student attrition among first year college students continues to be a trend (American College Testing Program, 1993). Tinto (1987, p. 1) predicted in 1986 that of the nearly 2.8 million students who entered higher education for the first time, over 1.8 million will leave without receiving a degree. Tinto, regarded by many as the expert in student retention in post-secondary education, has identified four significant factors in the dropout of students (1989, p. 47). Many students felt socially isolated on campus. Students had difficulty in adjusting to the new environment. Students suffer from incongruence (i.e., they were not able to link the knowledge received from class lectures to what they already understood). The final factor was that students had difficulty in the college environment. The SI program can be part of a broad institutional response to help address these four problems. The SI review sessions provide a safe environment for students to discuss and process the course material. Students in SI become acquainted with one another as they interact. The SI leader facilitates the discussion so that students can make adjustments, discuss what they do not understand and discover strategies for mastering difficult material.

C. Intended Audience for SI

SI targets high-risk courses rather than high-risk students. At many campuses high-risk courses are typically defined as difficult, entry-level courses in which the unsuccessful enrollment rate (the percent of grades of D, F, and Withdrawals) is more than 30 percent. Examples of these courses at UMKC include: General Chemistry I, Western Civilization I and Foundations of Philosophy. Since a new SI program often places an emphasis on entry-level courses, SI has often served primarily first year and sophomore level students. However, the program has been effectively implemented in courses where students are likely to fail

at the graduate and professional school level (e.g., Medicine, Dentistry, Pharmacy, Business, and Law) both at UMKC and other post-secondary institutions. Despite academic discipline or grade level, SI has been effective. This history of success with SI in upper division courses is important because some institutions are now implementing SI to retain first-generation and low-income professional school students. Each institution can adjust the definition of "high risk courses" to meet their own institutional objectives and needs. SI is effective with students from a variety of ethnic, economic and academic preparation backgrounds.

The following are departments within the College of Arts and Sciences or professional and graduate schools where SI has been offered at UMKC (Number Inside Brackets Represents Number of Different Courses): Art [1]; Biology [3]; School of Business [3]; Chemistry [6]; School of Dentistry [1]; Economics [2]; Foreign Language [3]; History [6]; English [2]; School of Law [5]; Mathematics [3]; School of Medicine [3]; School of Pharmacy [2]; Philosophy [1]; Physical Science [1]; Political Science [2]; and Sociology [2]. SI Programs from other institutions report its use in similar areas and use in Engineering, English-as-a-Second Language and other disciplines.

Courses are designated as "high-risk" if there is a continuous record in preceding semesters that students receive a high percentage of D or F final course grades or withdrew from the course. The purpose of attaching SI is to assure that the course is no longer "high-risk" for students. It does not, however, lose its "high-risk" status for services. Once the D, F and withdrawal rate has been reduced, the SI service is continued since we have not done anything to change the course per se. Data show that when we have not been able to continue an SI (e.g., cannot find a suitable SI leader), the D, F and withdrawal rate returns to the original baseline. The only condition under which we choose to discontinue SI is when a change of course instructor results in uniformly higher grades and, subsequently, lower levels of student participation in SI. We continuously monitor the impact of SI in every course where it is offered through comparative data for students who attend SI and those who do not attend.

Definition of "high-risk" course relates to a single factor: the percent of students who complete the course successfully. For our own purposes, we consider it irrelevant whether the high rate of poor grades and withdrawals is a function of the course content, the instructional method, the hour the course is offered, or the population to whom it is offered. What we consider important is that students have academic difficulty. We have found that SI reduces that difficulty. We make no claim that SI addresses every need.

It should be noted that there is substantial evidence that attrition follows poor grades. Students tend not to withdraw from courses or drop out of college when grades are acceptably high. In 1990, Noel and Levitz from the National Center for Student Retention published a research study that suggests a strong correlation between grade point averages and persistence in college (Table 1). SI is designed to increase student academic performance that is generally indicated by higher final course grades.

Table 1: Dropouts and Persisters
Separated by College Grade Point Average
(N of Students = 3,874 and N of Institutions = 43)

Grade Point Average Range	Dropouts (N = 1,060 Students)	Persisters (N of Students = 2,814)
GPA Below 2.00	42.1% (N = 336)	15.8% (N = 445)
GPA 2.00 to 2.49	18.9% (N = 200)	24.9% (n = 701)
GPA 2.50 to 2.99	19.6% (N = 208)	26.2% (n = 737)
GPA 3.00 to 4.00	19.1% (N = 206)	33.1% (n = 931)

Schreiner, 1990

Our goal is not to evaluate curriculum or instructional delivery of the course professor, but to help the enrolled students perform satisfactorily in traditionally difficult courses. Other institutions, however, sometimes have other concerns (e.g., curriculum reform, improved instruction). Some institutions have addressed these issues with the introduction of SI. UMKC can provide information about these efforts upon request. While SI does not meet every student's needs, it is a delivery system that is flexible enough to meet many students' needs.

D. Background, Foundation and Theoretical Framework for SI

Research and writing in intellectual development (Piaget, Dale, Arons, and Perry) and in college student development and retention (Pascarella, Tinto, Astin, Light, Noel, and Levitz) support the empirical framework upon which SI is based. Students "who form study groups report that they both enjoy their work more, and feel they learn more, because of the academic discussions within these groups" (Light, 1990, p. 18). "In every comparison of how much students learn when they work in small groups or when they work alone, small groups show the best outcomes" (Light, 1990, p. 10). Such experiences improve both the cognitive and affective domains of the students (Sandberg, 1990). Astin (1987) cited collaborative learning as an important tool for teaching students how to work together before they enter the work world. "The student's peer group is the single most potent source of influence on growth and development during the undergraduate years" (Astin, 1993, p. 398).

Keimig (1983) developed a "Hierarchy of Learning Improvement Programs." Lowest on the ranking were remedial courses that taught skills in isolation. The second from the bottom was tutoring since it generally was used after academic difficulty or failure had been experienced. Using Keimig's model, programs similar to SI were ranked near the top of the effectiveness scale since, "...students' learning needs are presented as being necessary because of the nature of the objectives and content of the course rather than because of student's deficiencies. Therefore, all students have access to supplementary...instructional experiences, which benefit nonremedial students as well (Keimig, 1983, p. 23)."

Since there are no students who are pre-tested into the SI program, and since SI is open to all students in the targeted class, students are not subjected to a remedial stigma. "One way of integrating all students is to make sure our learning communities are open communities" (Tinto, 1990, p. 22). Despite the student's previous academic success, SI sessions are designed to benefit everyone. "Successful institutions know that ultimately student retention is a by-product of student success and satisfaction" (Noel, Levitz, & Saluri, 1985, p. xiii). Rigorous evaluation suggests that SI helps to provide that success and satisfaction. Effective assistance is particularly important during the first year of college when students need "front-end" academic support (Upcraft, Gardner, & Associates, 1989). The SI model uses collaborative learning (Johnson, et al., 1991; Tomlinson, 1989; Whitman, 1988). SI leaders are trained in proactive learning strategies. Based upon a recently completed annotated bibliography of over 800 citations on collaborative learning (Tumey, 1993), the SI model is well represented in the professional literature.

E. Features: How the SI Program Works

(1) **Scope:** Academic assistance programs exist on almost all college campuses today. These programs may include special counseling and academic advising, one-on-one tutoring, remedial or developmental courses and study skills courses. The central purpose of these programs is to support and retain students. Sometimes, SI supplements these offerings; in others, SI replaces one or more components of an existing academic assistance program. In either case, the addition of SI serves to enhance the total campus retention effort. Besides the previous definition of a high risk course (30 percent of students receive a D or F final course grade or withdraw), at UMKC these courses would include one or more of the following characteristics: large in size; mostly lecture with little opportunity for question/answer; or a "gatekeeper" course that must be passed before the student can enter an academic degree program.

(2) **Curriculum and instructional approach:** SI sessions are structured to maximize active student involvement with the course material. The SI leader neither relectures nor introduces new material. Instead,

the SI leader guides students in using their own class notes and reading materials to help students clarify course concepts. Although the SI leader provides structure and guidance, the responsibility for gathering and processing course material remains with the students.

Although faculty members who teach courses targeted for SI are very supportive and involved in the program, they do not receive information regarding the names of their students that participated. While the faculty member is welcome to observe occasionally the SI session, they are not encouraged to make it a regular practice. We are sensitive to the possibility that some professors may be unintentionally biased with scoring examinations and awarding final course grades based upon student participation in SI.

It is important to ensure that SI not only avoids being viewed as remedial, but also avoids being labeled as compensatory. The incentive for students to participate in SI is increased academic performance. We feel it is important that students not receive extra credit for attending SI. Not all students can attend SI due to conflicting class or work schedules and family duties.

(3) **Learner activities:** At least three or more hours of SI are available each week per course. During the SI session, the SI leader models application of study strategies such as note taking, graphic organization, questioning techniques, vocabulary acquisition, and test prediction and preparation. Students learn to trust each other to verbalize what they do understand and clarify what they don't understand. At the beginning of the semester, the SI leader provides the structure for the study session. However, as the semester progresses, the students assume responsibility for the structure by creating informal quizzes, visual models, note cards or time lines, brainstorming, designing paired problem solving activities or predicting test questions. This is a powerful use of collaborative learning strategies.

(4) **Learning materials:** Students come to the SI session with their course notes, textbooks, and course handouts. The SI leader may occasionally provide a work sheet as part of the planned structure for the session. The SI group itself, however, becomes the primary learning resource as students clarify and add to each other's knowledge base through discussion and problem solving. During training, adopters receive an SI supervisor's Handbook. This handbook helps the supervisor in all phases of implementing the SI program. The SI supervisor receives a training notebook to give to SI leaders. Additional resources include monographs related to SI, video tapes related to SI training and management, various survey forms, and supplemental materials.

(5) **Staff activities and staffing patterns:** The SI program is administered by a professional staff member (e.g., faculty, learning skill staff). SI supervisor duties include: selecting courses targeted for SI; gaining faculty approval and support; identifying SI leaders; training SI leaders; evaluating the performance of the SI leader; collecting data on the SI program; and analyzing and reporting the results of the program. SI leaders are usually students who have previously taken and performed well in the targeted class. Sometimes learning center staff members, other students or community members conduct SI. The faculty member, however, must approve the leader as content competent. The SI supervisor assesses the SI leader's communication skills, time restrictions and attitude. Once selected, the SI leader must: attend a twelve hour training course; attend all sessions of the targeted class and take notes; complete all assigned readings for the targeted course; schedule and conduct at three or more SI sessions a week during the semester; provide a plan for the SI session using the strategies learned in training; and attend regular meetings with the SI supervisor. Successful SI sessions occur when the SI leader is able to facilitate the group so that students are the ones who generate the answers to questions raised during the sessions.

(6) **Staff Development Activities:** SI supervisors attend a three and one-half day training workshop that covers the areas of implementation and management, training, supervision, evaluation, and study strategies. Four workshops are hosted at UMKC each year. Upon request, additional workshops are conducted in the field throughout the year by the UMKC staff and its Certified Trainers. Follow-up technical assistance is provided by telephone or occasional requested site visit. The UMKC staff follow up all adopters with

telephone calls and a newsletter. Continued professional development is available through professional development seminars hosted by UMKC and through special interest groups dedicated to SI that are offered at several national educational conferences and at UMKC each year. SI leaders begin their development with a twelve hour training workshop held by the SI supervisor before the beginning of each semester. Continued training is conducted at regular meetings scheduled by the SI supervisor. Informal training occurs because of the supervisor's observation of the SI leader conducting a session. Feedback and specific suggestions for improvement are given to the SI leader then. This observation by the SI supervisor is more frequent at the beginning of the semester.

(7) **Management Activities:** Data are collected from all targeted courses and form the basis of the end of the semester report. Adopting schools are encouraged to send these reports to UMKC regularly. If a report form suggests unsuccessful implementation, technical assistance from UMKC is provided via telephone.

For the first two weeks of the semester, SI leaders are observed by their SI supervisor during SI sessions. After that, the SI supervisor will observe a SI session approximately every two weeks throughout the rest of the semester. The SI supervisor holds SI leader staff meetings every two to three weeks to receive informal feedback, discuss problematic areas and collect roll sheets and any handouts that have been generated by leaders for their SI sessions. Other campus programs across the nation report that they meet with their SI leaders once a week and others meet less frequently.

At the end of Fall, 1991, the "student assistant SI supervisor" was made an official part of the SI model. In the past, we have had only professional staff members serving as SI supervisors. Due to the expansion of the number and types of courses covered by SI at UMKC, the decision was made to hire a student who had been an SI leader for several semesters to serve in a supervisory role. This replaced the need to hire an additional professional staff member. This practice of hiring students to help the SI supervisor was originated by the SI Program supervisor at the University of Louisville when the SI program grew beyond the supervisory time available from the professional staff. We decided to test this approach at UMKC and hired our first student assistant SI supervisor during Spring, 1991. This has been very successful for us. The critical qualities needed in the student assistant is a successful record as an SI leader themselves and their maturity to objectively observe, supervise and manage other SI leaders.

When UMKC receives telephone calls from SI supervisors asking about how to remedy the problem of supervising an expanding program, the student assistant SI supervisor is suggested. This is another mechanism for keeping the program cost effective. Also, students seem to like the opportunity to move up to a supervisory position after serving for several semesters as a SI leader. This builds a career ladder within the SI Program that may attract and retain some SI leaders.

F. Significance of SI Program Design as Compared to Similar Programs

There are several key elements of SI that differentiate it from group tutoring and other forms of academic support: the SI program is attached to specific courses that are historically difficult for students; participation in the SI program is voluntary; the SI leader attends all targeted course sessions; the SI leader is trained in specific teaching/learning theory and techniques before the beginning of the term; the SI program is supervised by a trained professional staff member; the program is offered only in classes in which the faculty member invites and supports SI; the SI leader facilitates and encourages the group to process the material rather than acting as an authority figure who lectures to participants; and the program is evaluated rigorously.

A major difference between SI and other forms of collaborative learning is the role of the SI leader. Rather than just forming study cluster groups and then releasing them to perform in an unsupervised environment, the SI leader is present to keep the group on task with the content material and to model appropriate learning strategies that the other students can adopt and use not only in the present course, but other courses in future semesters (Dimon, 1988; Johnson, et.al, 1991).

Potential for Replication of the SI Program

A. Settings and Participants (Development and Evaluation Sites)

Over 180 institutions currently use SI. Table 2 summarizes the 517 initial adoptions from institutions that either planned or implemented the SI program.

Table 2: SI Adoption Sites By Regions in the United States

Regions	'82	'83	'84	'85[1]	'86	'87	'88	'89	'90	'91	'92	'93	Total
Eastern				19	15	14	35	17	7	15	24	13	159
Midwest	1	2	2	26	23	18	10	27	21	20	10	19	179
Pacific			1	7	2	12	1	5	16	5	7	8	64
Southern			2	5	5	11	8	1	4	3	12	9	60
West	2	1		12	4	3	3	4	8	4	4	10	55
Total	3	3	5	69	49	58	57	54	56	47	59	59	517

Eastern = DC, DE, OH, WV, PA, MD, NJ, NY, RI, MA, VT, NY, ME; Midwest = ND, SD, NE, KS, OK, MO, IL, IA, MN, WI, IN, MI; Pacific = WA, OR, CA, NV, ID, AK; Southern = LA, AR, MS, AL, GA, FL, SC, NC, KY, VA, TN; Western = MT, WY, UT, AZ, MN, TX, CO

[1]**UMKC received funds from the National Diffusion Network for national dissemination activities.**

Approximately 1,000 individuals have been trained as SI supervisors since 1982. This does not include the number of student SI leaders that have been trained each semester on the campuses using the SI program. The average number of SI targeted classes on each campus is 15. The number of students impacted by the SI program nationally each semester is approximately 300,000. Individual programs are assessed through the SI reporting method. Nearly 100 programs each year submit reports concerning the implementation of SI at their home campuses. In addition, each year UMKC conducts a telephone survey to assess the status of the SI program at each adopting site. The results of this survey show that adopting institutions continue to maintain and build their SI programs.

B. Resources Available from UMKC to Help Institutions Implement SI

UMKC is well equipped to respond to requests for SI awareness materials and training. Besides printed materials, the UMKC staff and Certified Trainers provide video tapes for awareness and training purposes. Twelve Certified Trainers are located throughout the U.S. They have completed the SI supervisor training, implemented successful programs on their own campuses and completed additional training to become Certified Trainers. The Certified Trainers and UMKC staff conducted 36 SI awareness presentations and were host to 16 SI supervisor training workshops during the 1992-93 academic year. In addition, the staff from UMKC and the Certified Trainers have been active in publishing articles about the SI program. Although UMKC serves as the main demonstration site, all Certified Trainers and most active SI supervisors host interested visitors at their campuses. UMKC staff has provided materials to professionals for use in completing doctoral dissertations concerning SI (Kenney, 1989; McGinty, 1989; Pryor, 1989). The SI supervisor's training handbook has been updated and expanded to 150 pages in length. UMKC has eight training or awareness videos available for dissemination. Evaluation of these products, presentations, and training workshops by users is consistently in the outstanding range on a Likert scale. New research findings from the UMKC site and from SI supervisors in the field are disseminated throughout the SI network via a quarterly newsletter.

C. Requirements for Successful Implementation of SI

To estimate the cost of implementing SI at an institution, three factors needed to be considered. First, will the institution need to employ new personnel to implement the program, or can it use existing personnel? Second, will the SI supervisor need assistance from other personnel? Third, what types of support will be

forthcoming from the adopting institution in terms of release time and use of facilities? Despite the number of SI's to be implemented, one person from the institution needs to go through the three and one-half day training workshop with the UMKC staff or one of its Certified Trainers. The SI supervisor needs to have release time for each SI that they will supervise. The time commitment required of the SI supervisor will vary over the course of the semester. During the first two weeks of the academic term, the SI supervisor attends all lectures in the targeted course and all SI sessions. After this first intensive period, the SI supervisor's time commitment diminishes.

When a new SI program is being implemented on a campus, it requires more time than when the program is established. When starting up the program, the SI supervisor will need to work more intensively with faculty members, administrators and other staff members. We find that during the first two weeks of the semester it takes about six hours per week to supervise each class where SI is offered. During this initial intense period in the semester, a person could not be expected to supervise more than seven classes where SI was being offered. This is the reason we recommend that institutions only begin with a few sections of SI in order for the SI supervisor to become comfortable with implementing the program. There is an economy of scale as the program grows larger; therefore, it is not necessary for the administrative support to grow at the same rate. Also, the introduction of the "student assistant SI supervisor" has also provided a cost effective strategy to manage the time and expense with administering an SI program.

Data gathered through reviewing individual program reports and a telephone survey suggests that SI leader salaries vary greatly by institution. If an SI leader is paid hourly, their preparation time and their time in the SI session is documented. A small private community college in New York is currently offering two SI's a semester and pays minimum wage, $4.25 an hour. A medium sized college in New Jersey pays $7.25 an hour and manages approximately ten SI's a semester. A large public university in Utah offers $4.50 to $6.00 an hour and conducts two hundred SI's yearly. It appears that the mean wage for SI leaders is approximately $5.50 per hour. Other institutions prefer to offer a semester stipend. UMKC's SI leaders are paid $800 to $900 each semester (higher pay for returning SI leaders). A medium sized college in Illinois classified their SI leaders as equivalent in status to laboratory assistants on their campus and pays them $2,000 per semester. SI leaders are not always rewarded monetarily. A medium size university in Kansas rewards their SI leaders by giving them academic credit from their school of education.

D. Costs for Implementation and Operation of the SI Program

During the 1980-81 academic year, UMKC provided SI services to 566 students in 10 courses at a cost of $34,500; an average cost of $60.95 per student. The total program costs increased in FY 1992-93 since SI was offered in 36 courses, additional supervisory personnel were required and wages had increased since 1980. However, the average cost per student had decreased to $45.69 since more students were served (1,287) and increased reliance was made of student assistant SI supervisors. Personnel costs include salaries for a full-time SI supervisor, a student assistant SI supervisor, part-time secretarial assistance, and SI leaders ($800 per course is the UMKC rate). However, these are variable costs since some institutions might have other ways to cover them. If a pre-existing academic support program with full-time staff is already in operation on a particular campus, the program could be installed at a considerably lower cost. SI leaders can be paid through work-study, academic credit, partial tuition waiver, preexisting tutor budget, or other means. The program costs would vary by the number of SI courses and the rate of pay for SI leaders.

Longitudinal research studies suggest that SI increases both re-enrollment and graduation rates. (Please see data graphs #4-9 and #4-10). The following develops the rationale for use of SI as a means to increase enrollment and revenue.

1. During FY 1992-93, SI operated in 36 content courses. These 36 courses had a total enrollment of 3,477 students. One-third of these 3,477 students (1,287 students) attended SI review sessions during the semester.

2. Students who attended SI review sessions at UMKC re-enrolled and graduated at a rate ten percentage points higher than students who never attended SI review sessions. (See data graphs #4-9 and #4-10). Research supports the inference that the learning strategies and critical thinking skills students develop through SI are transferred to future academic work.

3. Applying the ten percentage point difference between students who attended SI review sessions with students who never attended, one can infer that last year **129 students** re-enrolled at UMKC that otherwise would have dropped out. (1,287 students x 10% = 129)

4. Minimally, the average undergraduate student (three-quarter time) spends $1,600 each year on tuition, fees, bookstore purchases and other related expenditures. Those 129 students provide **$206,400 in additional revenue**. ($1,600 x 129 = $206,400) Full time students in the professional schools average about $4,000 each year in expenditures.

5. Each year new groups of first-year students attend SI sessions. Taking only the last four years, over **4,334 students** have attended SI. As mentioned above, research suggests that nearly ten percent of students would have dropped out of the University had they not attended SI review sessions. Thus, some **433 additional students are now in the pipeline** due to SI participation.

6. The economic impact of SI for these 433 additional students is considerable. With a minimal expenditure of $1,600 each year in tuition, feeds, and other expenditures, the **aggregate yearly impact is $692,800**. This only assumes that the student persists for one additional year in school. The yearly impact would be much higher if the student persisted longer than just one additional year, especially if they graduated from the institution.

The economic impact with graduate and professional school students would be considerable since they are full-time and pay higher fees. Because of the nature of the curriculum which tracks cohorts of students through the academic program, students who withdraw after the first year in their program can not be easily replaced by new students. The lost revenue from these empty seats in the cohort of students would continue until the entire group graduated from their program.

Evidence for Supporting SI Claims of Effectiveness

A. Claim Statements of SI

Claim 1. Students participating in SI within the targeted high risk courses earn higher mean final course grades than students who do not participate in SI. This is still true when differences are analyzed, despite ethnicity and prior academic achievement.

Claim 2. Despite ethnicity and prior academic achievement, students participating in SI within targeted high risk courses succeed at a higher rate (withdraw at a lower rate and receive a lower percentage of D or F final course grades) than those who do not participate in SI.

Claim 3. Students participating in SI persist at the institution (reenrolling and graduating) at higher rates than students who do not participate in SI.

B. Description of Methodology for Each Claim

1. **Design**

The basic design of the various quasi-experimental research studies compares performance of the voluntary treatment group (SI Participants) with the control group (Non-SI Participants). Additional analyses compare SI-participants and non-participants in terms of their motivation to participate, their prior academic

achievement and their ethnicity. Dependent variables include final course grades, reenrollment and graduation rates. The research does not meet the standards for true experimental design, but results have been replicated across many institutions. For the foregoing analyses, all students within the targeted SI courses are included, both those enrolled in UMKC and those enrolled in other institutions where SI has been adopted and evaluative data have been collected. The first five sets of studies use data from the UMKC program: historical data (Table 3); disaggregation of data by motivational control group (Table 4); disaggregation of data by prior academic achievement (Table 5); disaggregation of data by ethnicity (Table 6); and longitudinal follow-up (Tables 7 and 8). Two sets of studies contain data from other institutions that have implemented SI: cross-institutional (Tables 9, 10 and 11); and disaggregation of data by ethnicity (Tables 12 and 13).

2. **Population**

The population studied for this report includes all students enrolled in courses in which SI were offered, those who participated in SI and those who did not. The population represents students from UMKC and from other institutions in the U.S. where SI has been adopted and effective data collection efforts have been made.

3. **Instruments and Procedures**

Course rosters and background data (e.g., ethnicity, standardized entrance test scores, high school rank) for students enrolled in SI targeted courses were obtained. A student survey was administered the first day of the course to find out the motivation level of the students concerning SI. Another survey was administered the last day of the course to gain information from SI-participants (e.g., evaluation of the SI program) and Non-SI participants (e.g., reason for not attending SI). Faculty members in the targeted courses provided a list of students and their grades on the first major examination in the course. Final course grades, reenrollment and graduation data for students were also obtained after the semester for students enrolled in the targeted classes. The procedures followed at UMKC were recommended to other participating institutions. Due to differing administrative structures of the many schools participating in the study, not all were able to gather data in precisely the way we recommended. However, all reported their data gathering procedures and evaluators determined that data included in the study were precise enough to meet reasonable standards.

4. **Data Collection**

The UMKC national SI director was in charge of all data collection and analysis. This person was responsible for the collection, analysis, writing, and distribution of periodic reports on the SI program's effectiveness. The national SI director receives the semester reports from the institutions that send reports to UMKC each year. A variety of instruments and procedures were used to obtain the information needed for an analysis of the data related to student enrollment in the targeted courses. The SI staff was carefully instructed in proper use of confidential student data. All university protocols were followed.

5. **Data Analysis**

Standard statistical methods were used in analysis of the data for comparing students. The level of significance was set at $p < .01$ when independent t-tests were employed for comparing final course grades. A significance level of $p < .05$ was set when using chi square tests for comparing: the percentage of A and F final course grades; the percentage of D and F final course grades and withdrawals; and the percentage of reenrollment. The chi square level of significance was set at less than $p < .01$ for the graduation study.

With chi square, using nominal data, we used $p < .05$ to heighten the sensitivity of our measures. If an effect were present, we did not want to overlook it. On the other hand, when using interval data, we sought to enhance the specificity of the statistical test, not wishing to claim an effect that may not have been present. Additionally, we used $p < .05$ in measures we thought of as a preliminary, screening test. In more precise efforts to specify effects, we used $p < .01$.

C. Description of Results for Each Claim

Data from UMKC.

Study #1: Academic achievement for UMKC students enrolled in SI courses.

Since 1980, UMKC has offered SI in 253 courses at the undergraduate, graduate and professional school level. An analysis of data on grades and withdrawal rates (Table 3) found that the SI-participants: earned significantly higher percentage of A & B final course grades); significantly lower percentage of D & F final course grades and withdrawals; and significantly higher mean final course grades than the Non-SI participants. Each cell within Table 3 compared the SI and Non-SI groups. For instance, in 1992-93: 37% of the students (1,287 of the 3,477) in the SI classes participated in SI; SI-participants had a higher percentage of A & B final course grades (55.6% vs. 41.6%), lower percentage of D and F final course grades and withdrawals (20.7% vs. 37.3%) and a higher mean final course grade (2.84 vs. 2.50) than non-SI participants. These results have been replicated year after year in a variety of courses at varying levels at the institution.

Table 3: SI UMKC Data: FY 1980-81 to 1992-93 (N=259 SI Courses; 10,652 SI-Participants)

Year	SI Participation Status	SI Participation Percent/Number	Number of SI Courses	Percent A & B	Percent D, F, & Withdrawal	Final Course Grade
1992-93	SI Non-SI	37.0% (1,287)	36	55.6% 41.6%	20.7% 37.3%	2.84** 2.50**
1991-92	SI Non-SI	39.5% (1,520)	27	56.4%* 41.5%*	19.2%* 34.1%*	2.69** 2.16**
1990-91	SI Non-SI	34.1% (774)	18	53.4%* 38.7%*	16.0%* 31.2%*	2.61** 2.23**
1989-90	SI Non-SI	30.3% (753)	19	58.3%* 41.9%*	16.7%* 34.8%*	2.70** 2.29**
1988-89	SI Non-SI	29.9% (614)	17	63.2%* 45.7%*	15.6%* 28.9%*	2.81** 2.39**
1987-88	SI Non-SI	34.1% (775)	24	60.4%* 43.8%*	13.7%* 28.9%*	2.80** 2.39**
1986-87	SI Non-SI	44.3% (778)	19	56.3%* 40.9%*	18.3%* 34.1%*	2.65** 2.41**
1985-86	SI Non-SI	39.1% (584)	16	51.5%* 41.2%*	18.7%* 28.7%*	2.55** 2.34**
1984-85	SI Non-SI	42.6% (788)	17	59.7%* 42.9%*	16.8%* 25.4%*	2.83** 2.27**
1983-84	SI Non-SI	34.1% (765)	19	54.5%* 39.5%*	17.3%* 29.5%*	2.76** 2.24**
1982-83	SI Non-SI	43.1% (1,119)	19	52.2%* 36.8%*	17.9%* 28.2%*	2.51** 2.07**
1981-82	SI Non-SI	40.9% (329)	5	58.2%* 38.5%*	20.9%* 26.7%*	2.61** 2.09**
1980-81	SI Non-SI	32.2% (566)	17	50.1%* 32.5%*	14.2%* 33.1%*	2.56** 2.16**

*Level of significance for differences: 0.05 using chi-square test. **Level of significance for differences: 0.01 using independent t-test.

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2. Study #2: Academic achievement for Non-SI motivational control groups.

To control for motivation level, all students were surveyed on the first day of class concerning interest in SI. Students were asked to rate their motivation to attend SI on a five-point Likert scale (5=high; 1=low). Since the scheduled times for the SI sessions were not announced until the second class sessions of the semester, students were not aware of any time conflicts. Students who selected "4" or "5" were designated as "highly motivated." During the last class period of the semester another survey was given to all students in the class. Students who did not attend any SI sessions during the semester were asked to select one of the designated choices for not attending SI. **If** a student selected either time conflict with work or with another college class, **and** had also indicated high motivation to attend SI on the first day SI survey, the student was assigned to the Non-SI Motivational Control Group.

Creation of the Non-SI motivational control group permitted comparison across the three groups: SI Participants, Non-SI Participants (Motivational Control), and Non-SI Participants (All Others). The following differences were seen in the academic performance data in Table 4. Students using SI services: (a) have entry data (high school class rank percentile, and college entrance test scores) comparable to data of the other groups; (b) have significantly higher average course grades compared to both Non-SI groups ($p < .01$); and (c) have considerably fewer D and F grades and withdrawals than either of the Non-SI groups ($p < .05$).

While it is clear that the highly motivated perform at higher levels than the less motivated, motivation alone does not account for the majority of the differences between the SI and Non-SI students for the measures investigated. There are significant and substantial differences between the SI group and the motivational control group in both course grade and percent of unsuccessful enrollments.

Table 4: SI UMKC Data: Spring 1991 (N=644)
Comparison of SI Group, Non-SI (Motivational Control) Group, and Non-SI (All Others) Group

Student Group	Number of Students	Percent A & B Final Course Grades	Percent D,F,&W Final Course Grades	Student Group
SI-Participant	209	44.5%*	16.7%*	2.45**
Non-SI (Motivational Control)	194	34.5%*	34.5%*	2.13**
Non-SI (All Others)	241	26.3%*	51.1%*	1.90**

*Level of significance of difference: 0.05 using chi-square test. **Level of significance of difference: 0.01 using independent t-test.

Study #3: Academic achievement for students of differing previous academic achievement.

Data were analyzed to determine the utilization and effectiveness of SI services for students of differing previous academic achievement. Previous academic achievement was defined by high school (percentile) rank and mean composite score on a college entrance exam (e.g., American College Testing service). Students were divided into quartiles on the basis of their mean composite ACT score as compared with other UMKC students. These data warrant the following observations. Students in the bottom quartile group used SI services at nearly the same rate as did students in the top quartile (Table 15). Despite quartile ranking, SI-participating students earned significantly higher grades than their non-participating counterparts. SI-participating students in the bottom quartile and the middle two quartiles reenrolled at the institution at significantly higher rates than their non-participating counterparts. While the SI and Non-SI groups of the top quartile reenrolled at 93 percent, the Top Quartile SI-participants received a significantly higher mean final course grade. It is noteworthy that SI services appear to meet the needs of students with a wide range of previous levels of academic achievement within the same group setting, thus reducing the necessity for the institution to provide additional and separate tutorial programs.

Table 5: UMKC Students of Differing Levels of Previous Academic Achievement: Fall Semester 1989 to Winter Semester 1990 (N=1,628)

Group Composition	Number of Students	Percentage of Students in Targeted Classes	High School Percentile Rank	Mean Composite ACT Score	Percentage Reenrolled Following Semester	Final Course Grade
Top Quartile, SI	112	32.9%	87.5	26.8	92.9%	3.29**
Top Quartile, Non-SI	288	67.1%	82.1	27.0	93.1%	2.83**
Middle Two Quartiles, SI	262	27.6%	68.7	21.3	90.5%*	2.67**
Middle Two Quartiles, Non-SI	687	72.4%	67.7	21.4	77.9%*	2.28**
Bottom Quartile, SI	104	30.7%	64.9	15.1	85.6%*	2.10**
Bottom Quartile, Non-SI	235	69.3%	63.5	15.7	77.9%*	1.77**

*Level of significance of difference: 0.05 using chi-square test. **Level of significance of difference: 0.01 using independent t-test.

Study #4: Academic achievement of African-American students.

Table 6 describes the academic performance of all 110 African-American students enrolled in 12 UMKC College of Arts and Science, School of Pharmacy and School of Basic Life Science courses that had SI attached during the 1987 Fall Semester. The data suggests that African-American students using SI when compared with Non-SI students of the same ethnicity: had a significantly lower percentage of D and F final course grades and course withdrawals; and earned a significantly higher mean final course grade.

Table 6: Effectiveness of SI With UMKC African-American Students: Fall 1987 (N=110)

Group Composition	Number/Percentage of Students	Percent D, F, or W	Mean Final Course Grade
SI-Participant	39, 35.5%	31%*	2.2**
Non-SI Participant	71, 64.5%	46%*	1.8**

*Level of significance of difference: 0.05 using chi square test. **Level of significance of difference: 0.01 using independent t-test.

Study #5: Persistence rates of SI-participating students at the institution.

Research suggests that SI makes a positive difference in terms of increased reenrollment and college graduation (Tables 7 and 8). The studies only consider UMKC students since other institutions have not yet reported on their own persistence studies. The reenrollment rates were significant at the $p < .05$ level and the graduation rate was significant at $p < .01$. Educational researchers have often cited academic success as an important factor to eventual college graduation (Tinto, 1987; Noel, et. al, 1985).

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Table 7: Reenrollment Rates of UMKC Students Enrolled in SI Courses, Fall 1989 (N=1,689)

Group Composition	Number Students	Mean High School Rank Percentile	Reenrollment, Spring 1990
SI-Participant, Fall 1989	479	72.4	90.0%*
Non-SI Participant, Fall 1989	1,210	72.0	81.5%*

*Level of significance of difference: 0.05 using chi-square test.

Table 8: Graduation Rates of Fall 1983 UMKC First-Time, First-Year Students Cumulative Graduation Rate By End Of Four Time Periods

Group Composition	By Summer 1987	By Summer 1988	By Summer 1989	By Fall 1989
SI Participant	19.4%**	25.8%**	28.2%**	30.6%**
Non-SI Participant	9.3%**	15.1%**	17.8%**	18.2%**

**Level of significance of difference: 0.01 using chi-square test. Includes all 349 UMKC First-Time, First-Year Freshman who were not enrolled in professional degree programs. SI participants = 124. SI was offered in 12 courses during Fall 1983.

Data from other institutions that have implemented SI.

Study #1: Academic achievement for students from across the U.S. who were SI-participants.

Nearly one hundred colleges and universities submit data reports annually on their SI programs. The following tables were compiled from 146 institutions of varying types. They were selected since they had a sufficient number of SI's in place; had sufficiently rigorous data collection procedures; had transmitted their data to us in a timely fashion; they represented a cross section of institutions (Table 9 study: 480 courses from two-year public, 1,832 courses from four-year public and 547 courses from four-year private). These findings are similar to those drawn from the UMKC campus: SI-participants received a higher final mean course grade ($p < .01$) and a lower percentage of D and F final course grades and withdrawals ($p < .05$).

Table 9
National SI Field Data: FY 1982-83 to 1992-93 (N=146 Institutions; 2,875 Courses; 298, 629 Students)

Student Grades		All Institutions N = 2,875	Two Year Public N = 480	Four Year Public N = 1,832	Two Year Private N = 547
Final Course Grade	SI	2.30*	2.30*	2.28*	2.39*
	Non-SI	1.85*	1.63*	1.85*	2.05*
Percent A & B Final Grades	SI	47.5%**	50.6%**	45.9%**	50.0%**
	Non-SI	35.8%**	32.9%**	35.0%**	41.0%**
Percent D, F, & W Final Grades	SI	23.7%**	25.9%**	23.8%**	21.3%**
	Non-SI	38.0%**	46.2%**	37.8%**	31.9%**

*Level of significance of difference: 0.05 using chi-square test. **Level of significance of difference: 0.01 using independent t-test.

Table 10
National SI Field Data: FY 1982-83 to 1992-93 (N=146 Institutions; 2,875 Courses; 298,629 Students)
Data Separated by Broad Academic Disciplines

Types of Courses		Percent A & B*	Percent D, F & W*	Final Course Grade**
All Courses N = 2,875	SI Non-SI p-value	47.5% 35.8% 0.01	23.7% 38.0% 0.01	2.30 1.85 0.01
Business N = 223	SI Non-SI p-value	47.7% 37.1% 0.01	27.1% 43.3% 0.05	2.25 1.76 0.01
Health Science N = 42	SI Non-SI p-value	70.9% 56.6% n.s.	11.4% 23.5% 0.05	2.83 2.36 0.01
Mathematics N = 422	SI Non-SI p-value	37.5% 30.3% 0.01	37.4% 49.7% 0.01	1.91 1.56 0.01
Natural Science N = 901	SI Non-SI p-value	46.5% 35.1% 0.01	22.3% 36.4% 0.01	2.31 1.88 0.01
Social Science/Humanities N = 1,040	SI Non-SI p-value	50.1% 36.2% 0.01	19.6% 34.7% 0.01	2.41 1.92 0.01
Technical/Vocational N = 91	SI Non-SI p-value	49.4% 38.7% 0.01	27.3% 39.4% 0.01	2.29 1.87 0.01

* Using independent t-test. ** Using chi-square t-test. n.s. = not statistically significant

Table 11
National SI Field Data: FY 1982-83 to 1992-93 (N=146 Institutions; 2,875 Courses; 298,629 Students)
Data Separated by Academic Departments

Types of Courses		Percent A & B*	Percent D, F & W*	Final Course Grade**
All Courses N = 2,875	SI Non-SI p-value	47.5% 35.8% 0.01	23.7% 38.0% 0.01	2.30 1.85 0.01
Accounting N = 161	SI Non-SI p-value	46.5% 36.1% n.s.	28.8% 45.7% 0.05	2.21 1.71 0.01
Algebra N = 146	SI Non-SI p-value	36.0% 26.5% n.s.	38.2% 55.1% 0.01	1.87 1.38 0.01
Anatomy/Physiology N = 73	SI Non-SI p-value	51.0% 36.9% n.s.	20.2% 37.1% n.s.	2.39 1.88 0.01
Biology N = 304	SI Non-SI p-value	44.6% 32.5% 0.01	22.7% 36.9% 0.01	2.29 1.85 0.01

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Types of Courses		Percent A & B*	Percent D, F & W*	Final Course Grade**
Calculus	SI	39.4%	37.7%	1.95
N = 96	Non-SI	30.0%	69.7%	1.57
	p-value	n.s.	n.s.	0.01
Chemistry	SI	47.0%	21.9%	2.32
N = 329	Non-SI	36.2%	36.1%	1.89
	p-value	0.01	0.01	0.01
Economics	SI	62.6%	23.0%	2.24
N = 221	Non-SI	32.6%	36.8%	1.85
	p-value	0.05	n.s.	0 01
Engineering	SI	68.6%	28.4%	2.26
N = 60	Non-SI	35.2%	41.7%	1.81
	p-value	n.s.	n.s.	0.01
English	SI	49.9%	21.9%	2.37
N = 56	Non-SI	36.6%	60.2%	1.80
	p-value	n.s.	0.05	0.01
Geography	SI	48.1%	21.1%	2.39
N = 69	Non-SI	38.8%	36.6%	1.99
	p-value	n.s.	n.s.	0.01
History	SI	51.7%	18.5%	2.40
N = 346	Non-SI	36.9%	37.1%	1.86
	p-value	0.01	0.01	0.01
Political Science	SI	50.6%	18.8%	2.44
N = 101	Non-SI	33.3%	35.1%	1.85
	p-value	n.s.	n.s.	0.01
Psychology	SI	51.1%	20.7%	2.43
N = 181	Non-SI	39.4%	31.3%	2.05
	p-value	0.01	0.01	0.01
Sociology	SI	50.5%	20.2%	2.40
N = 85	Non-SI	38.6%	30.5%	2.02
	p-value	n.s.	n.s.	0.01

* Using independent t-test. ** Using chi-square test. n.s. = not statistically significant

Study #2: Levels of SI participation and academic achievement across ethnicities.

Data analyses were also used to find the utilization and effectiveness of SI services for students of differing ethnicities. A sample of 13 institutions was selected for analysis. The institutions were selected since: they had numerous SI's in place; had sufficiently rigorous data collection procedures; had transmitted their data to us in a timely fashion; they represented a cross section of institutions (3 two-year public, 4 four-year private and 6 four-year public). Of the 2,410 SI-participants in the study, 2,111 were Caucasian and 299 were non-Caucasian. Data permit the following observations. Students in each Non-Caucasian ethnicity used SI services at equal or higher rates than Caucasian students (Table 10). Despite quartile ranking (Table 11), Non-Caucasian SI-participating students earned higher grades than their non-participating counterparts ($p < .01$). Non-Caucasian SI-participating students (Table 11) received a lower percentage of D and F final course grades and withdrawals ($p < .05$) than their non-participating counterparts.

It is noteworthy that SI services appear to meet the needs of students with a wide range of previous levels of academic achievement and ethnicities within the college courses, thus reducing the necessity for the institution to provide additional and separate tutorial and academic support programs.

Table 12: Participation in SI By Differing Ethnicities: 1987 (N=13 Institutions; 2,410 SI-Participants)

Caucasian	African American	Hispanic	Asian/Pacific	Native American
33.8% (2,111)	42.0% (174)	50.9% (55)	33.3% (42)	42.9% (28)

Table 13: Effectiveness of SI With Differing Ethnicity and Levels of Previous Academic Achievement: Spring and Fall 1987 (N=13 Institutions, 299 Non-Caucasian Students)

Group Composition	Percent D,F, & W		Mean Final Course Grade	
	SI	Non-SI	SI	Non-SI
All Minority	36%*	43%*	2.02**	1.55**
Lowest Quartile, Minority	Not collected	Not collected	1.87**	1.35**
Highest Quartile, Minority	Not collected	Not collected	2.64**	1.97**

*Level of significance of difference: 0.05 using chi-square test. **Level of significance of difference: 0.01 using independent t-test.

D. Summary of Supplemental Evidence for Each Claim

UMKC received the highest rating for its student retention program by a national jury of experts during the 1990 competition sponsored by the Noel-Levitz National Center for Student Retention. SI is the major retention program at the University, at the undergraduate, graduate and professional school level. Previously, SI had received an award from the National Association for Student Personnel Administrators. Several recent monographs describes the customization of SI in specific academic disciples. One monograph was published by the National Center for The Freshman Year Experience (Martin, Arendale, & Associates, 1992) and another will be published by Jossey-Bass Publishing (Martin & Arendale, eds, in press).

The University of Louisville is another example of where SI has been successfully implemented. The SI program at the University began with one SI course and grew to over 30 per semester. The program is jointly funded by several campus departments. One of the departments offered financial support to SI because of the positive results experienced by minority students. A survey of first year students in Spring 1991 reported that 85 percent of the students listed SI as important to their retention in school. SI is a major part of the retention program at the University. They received the 1991 National Noel-Levitz Retention Award.

E. Interpretation and Discussion of Results

1. Relationship Between Effect and Treatment

SI research methodology has accounted for the students' profile (e.g., previous levels of academic achievement, standardized test scores, high school rank, ethnicity, motivation level) when comparing SI participants and non-SI participants. Research suggests that there is no significant difference between the two groups in terms of what they bring to the classroom and their participation percentage with SI. Final course grades, reenrollment rates and graduation rates are used as the evaluation criteria for effectiveness. With respect to each dependent variable, the differences favored the SI group.

While success varies among and between SI programs, we are not in possession of data that would suggest that SI has any major limitations. However, we do know that SI is more difficult in content areas where pre-requisite skills are a key variable. For example, if students do not remember any algebra, they will have a particularly difficult time in chemistry. SI can be and is effective in these areas, however. It just takes more time planning by the SI leader. The clearest evidence we have of failure was attaching SI to a remedial course. Students refused to attend; the course was not considered demanding or high risk by students. After

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that experience, we made a point of stressing to adopting institutions that they choose courses that were considered by students and faculty to be high risk.

SI has not been effective for students who cannot read, take lecture notes, write, or study at the high school level. Writing includes note taking and expository writing on essay tests. Thus, SI is most effective in non-remedial settings. Currently, we are piloting an adaption of SI, Video-based SI (VSI), which helps students compensate for severe underpreparation in reading and writing. The students participating in the pilot tests include inner-city minority high school students, minority community college students, college student athletes, and academic probationary college students. The preliminary results appear promising.

We have found that the SI model needs to be slightly modified in courses that are problem based and involve practice for mastery. In those circumstances, SI sessions need to be more frequent and sometimes longer in length. For example, a three credit-hour accounting courses where practicing problems is crucial would need to have SI meet often enough so that every type of problem could be reviewed. A similar example would be a calculus class. SI would have to afford adequate time for modeling and practice. Frequently, offering SI more times a week and carefully structuring the SI sessions achieves this goal.

2. **Control of Rival Hypotheses**

Two questions have been addressed through the research design. Are the students who are highly motivated to attend SI, but are unable to attend either due to time conflict going to earn the same final course grade as the other highly motivated students who are able to attend? Table 4 contained a comparison across three groups: SI Participants, Non-SI Participants (Motivational Control) and Non-SI Participants (All Others). The data suggests that the motivational control group received academic grades similar to the other Non-SI (All Others) group rather than grades associated with the SI-participants. This finding suggests that motivation was not the primary variable in accounting for higher academic performance.

Is it possible that the academic discipline or the course professor is a significant factor in explaining the differences between SI and Non-SI participants? SI has been offered in a very heterogeneous environment: several thousand SI courses; a variety of types of post-secondary institutions (two year/four year, public/private, large/small); institutions located throughout the United States; a variety of academic disciplines; a variety of courses within academic disciplines; many classroom professors; SI at the undergraduate, graduate and professional school level; many SI leaders; and many SI supervisors. The statistically significant results are consistently the same: higher grades, lower percentage of course withdrawals and higher reenrollment rates for SI-participants when compared with Non-SI participants.

F. Educational Significance of Results

1. **Relationship of Results to Needs**

Differences in course grades and attrition rates between SI participants and non-participants have implications for student retention at the University. Students who do better academically are more likely to reenroll at the University during subsequent semesters and graduate than students who do less well (Tinto, 1987; Noel, et. al., 1985). Data from UMKC suggests that SI contributes significantly to higher reenrollment and graduation rates.

A college degree is an important economic and social resource for the graduating students. Pascarella and Terenzini's most recent book, How College Affects Students (1991), reviewed and reanalyzed almost 3,000 studies concerning the impact of college on students. College graduates earned between 18.3 to 46.5 percent more than those with only high school diplomas (p. 501). This was true despite ethnicity and gender (pp. 522-527). Besides the economic benefits, Pascarella and Terenzini suggested that there were social and self-esteem benefits as well. "[I]ndependent of an individual's background, a bachelor's degree confers about a 34 percentile point advantage in occupational status or prestige over and above graduating from high school" (p. 488). A college degree was also an important economic resource for the community in two ways. The first

was that the graduate was more likely to earn more, spend more (recycling the money back into the community) and pay more taxes. The second was that the graduate will have general education skills that are needed to make them more flexible in terms of employability over high school graduates. College graduates are less likely to suffer long-term unemployment and underemployment. This would reduce the need for the state to support them with welfare and unemployment benefits.

We do not say that everyone should try to be a college graduate, but we do say that data suggests that almost everyone could benefit from a college degree. It does appear reasonable to say everybody who could get a college degree and wants to complete a degree, should have access to a college degree. The goal of SI is to provide every opportunity for students to place themselves within the "could" category.

Because of the contributing effects of SI on the continued reenrollment and persistence toward graduation of SI participating students, the institution receives more revenue from these persisters than the financial investment in implementing the SI program. This is an important side benefit of SI during these times of restrictive funding for higher education. The SI program provides a wise investment of limited funds.

2. **Comparison of Results to Results from Other Programs**

In a review of the professional literature concerning tutoring, Maxwell (1990) made the following observations: some studies find that high ability or more experienced students benefit most from tutoring (p. 2); it is rare for studies to show that tutored students improved their grades (p. 2); and that there is no evidence that tutoring helps the weakest students (p. 4).

UMKC actively encourages SI program directors on other campuses to share their own perception of and experiences with SI. Following is a list of benefits attributable to SI by others in the higher education field. SI promotes the development of leadership and communication skills (Dr. William Eddy, Dean of the Bloch School of Business, University of Missouri-Kansas City). SI experience enables graduate students to be more competitive for top scholarships or positions (Dr. Joan Dean, Co-Director of the UMKC Academic Honors Program). SI experience has been responsible for attracting SI leaders into the field of education (Sally Richardson, Kingston Polytechnic College, England). SI has facilitated faculty cooperation and professional development with the faculty and staff (Jeanne Carter, Oakland University, Rochester, MI and Jean Jubelirer, Milwaukee Area Technical College, Milwaukee, WI).

Since SI is one academic treatment that is academically beneficial and attracts students in nearly equal percentages from different ethnicities and previous academic achievement levels, the institution can reduce expenses since they do not have to maintain duplicate programs for each student subpopulation. No other student academic support program has the wide appeal with a research-based strategy for learning and success.

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